

Young Migrant Women Living in the Republic of Ireland Barriers to Integration

Research by: Poorman-Skyers Research and Consulting

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Table of Contents

Acknowledgements	2
Executive Summary	4
1. Introduction	9
2. The legislative context in Ireland	10
3. Approach to the research	11
4. A perspective on gender and migration	12
5. Thematic analysis of qualitative research findings	16
6. Good Practice Principles for Integration	23
7. Conclusions, synthesis and recommendations	33
Appendix A – Sources	37
Appendix B: Fieldwork	39

Executive Summary

AkiDwA is a minority ethnic led national network of migrant women established in 2001 as a not-for-profit organisation in Ireland. The organisation emerged from discussions and meetings among a group of African women, coming together to share their collective experiences of living in Ireland, and in particular, feelings of isolation and exclusion, experiences of race discrimination in employment and access to services, and issues in relation to gender based violence. The organisation brings a gender perspective to issues of migration, to inform policy and practice, and adopts an advocacy based approach. This work is centred on hearing and strengthening the voices of migrant women and addressing the barriers they face in terms of integration in all aspects of social, cultural, economic, civic and political life. AkiDwA has over 2,250 individual members from some 35 counties in Ireland and has gained recognition as a leading non-governmental organisation in Ireland reviewing key legislation, policy and practice, and proposing reforms in relation to issues faced by all migrant women.

In August 2012, AkiDwA commissioned Poorman-Skyers Research and Consulting to:

- a) Undertake a pilot study on young migrant women in Ireland on barriers to integration
- b) Locate the study in some of the current literature on gender and migration
- c) Identify best practice models of positive integration
- d) Develop a series of recommendations targeted at government and non-governmental agencies in Ireland

The successful integration of young migrant women in Ireland is a major policy challenge for the country, particularly given the complexity of the unique issues migrant women face, the diversity of countries that migrant women originate from, and the numerous reasons for which women migrate. As this report illustrates, the literature and distinct strategies on gender and migration have largely been silent on this front and it is an issue that was largely unrecognised historically. It is an issue however that is becoming increasingly important in shaping fit-for-purpose, culturally competent public and private institutions and services, to which everyone has equal access, and which promotes inclusion.

Organisation of the study

This report is structured around a qualitative methodology given that the subject matter is exploratory. It examines the policy and legislative context in Ireland for migration and provides a perspective on gender and migration as it applies to young migrant women. A thematic analysis is presented arising from interviews and focus groups with young migrant women who were between the ages of 19-45, and stakeholders within government and non-governmental agencies. A summary of the interviews with young migrant women is given in the table below.

Fieldwork Responses		
X 7 Stakeholder Organisation Interviews	X 2 Migrant Women Interviews	Focus Groups Participants Organised by Cultur – Migrants Centre Co. Meath – <i>Total x 7</i> AkiDwA Focus Group Dublin – <i>Total 8</i>
		Grand Total 24

The report presents some good practice principles for integration, and concludes with recommendations for policy makers and practitioners working with migrant women in Ireland. The recommendations provide a synthesis of the key issues that have emerged from the experiences of the young women who were engaged in the research as well as wider stakeholders. They are also informed by the context in which this research has taken place and in particular the potential impact of a loss of funding to AkiDwA which supports young migrant women.

Conclusions and recommendations

This study reveals that migrant women are often faced with double discrimination based on their gender and their nationality, both in the receiving country and in their communities, and this can be exacerbated in the case of young migrants with dependent children. In line with the Council of Europe's priorities, such protection can be promoted through the more efficient integration of migrants, with adequate attention being given to ensuring that gender issues are fully borne in mind in migration (e.g. employability) and integration policies (e.g. access to education and services).¹ The following recommendation provides a synthesis of the key issues that have emerged from the experiences of the young women engaged in the research, as well as wider stakeholders. This section is also informed by the context in which this research has taken place and in particular the potential impact of a loss of funding to AkiDwA which supports young migrant women.

Improved legal rights and entitlements for migrant young people

- The government should be encouraged to introduce legislative reform and provide clear, fair and comprehensive immigration rules. The Immigration, Residence and Protection Bill (IRP), retains broad ministerial discretion and fails to spell out clear rules. Tackling the long delays in making decisions and processing applications, inconsistent decisions and a reliance on the courts will continue to exist if the legislation is not significantly amended. Clear rules, set out in legislation, coupled with an independent appeals tribunal would help address many of these issues (The Government, AkiDwA and Campaign Organisations).
- Children and young people have specific rights that should be protected above considerations of immigration control, and this should be central to the decisions made about them. The Government should review the impact of immigration policy upon child protection and

¹ Parliamentary Assembly, Doc. 12870, Protecting migrant women in the labour market

(Reply1 to Recommendation 1970 (2011) 06 February 2012

<http://www.assembly.coe.int/ASP/Doc/XrefViewHTML.asp?FileID=12948&Language=EN>

children's rights to ensure there is no tension or conflict between legislation to protect children and immigration legislation (The Government).

- Children and vulnerable young people should be able to access legal aid for advice and representation in relation to their civil cases including their immigration claims to ensure that they have a fair chance to have their cases considered² (The Government, AkiDwA and Campaign Organisations).
- Campaign for better transparency and public scrutiny of the asylum and refugee process particularly as it affects the protection of vulnerable young migrant women³ (AkiDwA and Campaign Organisations).

Education - The issues of Third Level fees must be addressed as a matter of urgency

- A crucial concern is the damage that lack of access to appropriate third level education can have for migrant young people of school- leaving age. Not only would the integration experience of such young people be severely damaged, but the benefits, potential skills and economic contribution will be impacted. Young people with an established immigration history should not be excluded by prohibitive costs and forced to pay international student fees to attend a third level institution, rather than the same fees Irish college students pay (The Government, AkiDwA and Campaign Organisations).
- Leadership in the development of education policies that do not exclude children from a migrant background must be provided by the government. A coordinated approach is required that brings all stakeholders including colleges, universities, the state and those working directly with migrants to the table with a clear vision of standardising the rules regarding third level fees (The Government, AkiDwA and Campaign Organisations).

Promotion of good employment practice, support services, and recognising overseas qualifications

- The Government should review its own employment practices to ensure that it is non-discriminatory (The Government, AkiDwA and Campaign Organisations).
- The Government should work with AkiDwA and other campaigning organisations to develop good practice employment guidelines that challenges myths and stereotypes, and should introduce good equality monitoring practices (The Government, AkiDwA and Campaign Organisations).

² 'I don't feel human' Experiences of destitution among young refugees and migrants, The Children's Society, Ilona Pinter Policy Adviser 2012

³ Difficult to Believe: An assessment of asylum claims in Ireland, Irish Refugee Council in Ireland, Sue Conlan Sharon Waters, Kajsa Berg 2012

- The Government should work with education institutes and qualification recognition bodies to introduce measures to begin to recognise overseas qualifications (The Government, AkiDwA Education Qualification Bodies, and Campaign Organisations).

Political Participation

- Work strategically to influence change of policy and practice, in particular introduce a gender-specific response to the discrimination of young migrant women who are charged at the point of moving from secondary school to further and higher education (AkiDwA and Campaign Organisations).
- Develop concrete and targeted actions to address gender specific discrimination experienced by young migrant women in hostels and the recruitment practices of public and private companies (AkiDwA and Campaign Organisations).
- Encourage public bodies to provide tangible evidence of how their approach to mainstreaming equality across service areas, have addressed the specific needs of migrant women (The Government, AkiDwA and Campaign Organisations).
- Work with larger campaigning bodies to demand representation on key planning and policy making forums and funding/grants programmes to ensure that issues facing migrant women are addressed (AkiDwA and Campaign Organisations).

Religion and migrant women

- Undertake research to investigate the different roles religion plays in supporting interculturalism and integration strategies (AkiDwA).
- Use the research process to engage religious leaders to fully explore the services they offer to young migrant women (AkiDwA).

Building organisational capacity and strategic influence

- Develop a sector leadership role by bringing together organisations and networks focused on migrant women and develop a stronger co-ordinated voice of influence (AkiDwA and Campaign Organisations).
- Identify a patron who can champion the needs of young migrant women, bringing resources and public profile to address the issues they face (AkiDwA).
- Develop new and efficient ways to secure new funds to address the reduced EU funding streams aimed at integration (AkiDwA).

Collaborative service delivery to young migrant women

- Market the skills and experiences that AkiDwA offers public sector services that are not familiar with the needs of young migrant women including how to develop culturally sensitive services, the legal rights of migrant women, developing clear referral processes, access to local support agencies and community resources for example. This should include events, training, research, policy and service reviews as well as networking opportunities (The Government, AkiDwA).

Research and Development

- Build on the findings of this research to support more detailed and large scale research on the experiences of migrant women (AkiDwA and Campaign Organisations).
- Explore global networking linkages and opportunities to influence in Ireland and internationally. (AkiDwA and Campaign Organisations).

Being a voice for change and influence

- Continue to maximise AkiDwA's key strengths, including protecting the rights to remain, partnership work across agencies, strategic alliances with organisations that share similar agendas on migrant and women issues, campaign and advocacy work, empowering and motivating migrant women, building capacity and encouraging migrant women to represent themselves politically themselves and developing nuanced and culturally sensitive approaches to addressing the needs of migrant women (AkiDwA).

1. Introduction

1.1 AkiDwA is a minority ethnic led national network of migrant women established in 2001 as a not-for-profit organisation in Ireland. The organisation emerged from discussions and meetings among a group of African women, coming together to share their collective experiences of living in Ireland, and in particular, feelings of isolation and exclusion, experiences of race discrimination in employment and access to services, and issues in relation to gender based violence. The organisation brings a gender perspective to issues of migration, to inform policy and practice, and adopts an advocacy based approach. This work is centred on hearing and strengthening the voices of migrant women and addressing the barriers they face in terms of integration in all aspects of social, cultural, economic, civic and political life. AkiDwA has over 2,250 individual members from some 35 counties in Ireland and has gained recognition as a leading non-governmental organisation in Ireland, reviewing key legislation, policy and practice, and proposing reforms in relation to issues faced by migrant women.

1.2 In August 2012, AkiDwA commissioned Poorman-Skyers Research and Consulting to:

- a) Undertake a pilot study on young migrant women in Ireland on barriers to integration⁴
- b) Locate the study in some of the current literature on gender and migration
- c) Identify best practice models of positive integration
- d) Develop a series of recommendations targeted at government and non-governmental agencies in Ireland

1.3 The successful integration of women migrants in Ireland is a major policy challenge for the country, particularly given the complexity of the unique issues migrant women face, the diversity of countries that migrant women originate from, the numerous reasons for which women migrate, and the fact that migrant women tend to be young, that is, between the ages 19-45. As this report illustrates, the literature on gender and migration has largely been silent but it is an issue that was important historically, albeit one that was largely unrecognised, and it is an issue that is becoming increasingly important in shaping fit-for-purpose, culturally competent public and private institutions and services to which everyone has equal access, and which promote inclusion.

Organisation of the study

1.4 The report is organised as follows: Section 2 sets the legislative context in Ireland for migration. Section 3 explains the methodology for this pilot study and Section 4 provides a

⁴ Young migrant women in this study are defined as migrant women aged 19-45

perspective on gender and migration. Section 5 presents a thematic analysis of the research findings and Section 6 presents some good practice principles for integration that can inform policies and strategies centred on the integration of young migrant women. The final section 7 draws together the key conclusions from the study, and sets out a series of recommendations for policy makers and practitioners working with young migrant women in Ireland.

2. The legislative context in Ireland

2.1 The legal framework for the delivery of equality in the Republic of Ireland is centred on the Employment Equality Acts 1998 – 2011, and the Equal Status Acts 2000- 2011 which promote equality, and prohibit direct and indirect discrimination, with some exemptions in relation to goods and services in a public and private context, and employment and training. This is on the following nine grounds of gender, civil status, family status, sexual orientation, race, religion, age, disability and membership of the Traveller community. The legislation also includes a prohibition on discrimination by association on the nine grounds, prohibits sexual harassment and victimisation, and allows positive action to achieve full equality in practice (Equality Authority, 2011).

The Nine Grounds Covered by Equality Legislation

Gender: A man or a woman

Civil Status: A person who is single, married, separated, divorced or widowed

Family Status: A person who is pregnant, a parent of a person under 18, or the residents' primary carer or a parent of a person with a disability

Sexual Orientation: A person who is gay, lesbian, bisexual or heterosexual

Race: Encompassing race, skin colour, nationality or ethnic origin

Religion: Different religious beliefs, background or none

Age: This applies to persons over 18 except for the provision of car insurance licensed to drivers under that age

Disability: Covering people with physical, intellectual, learning, cognitive or emotional disabilities and a range of medical conditions

Traveller Community: People who are commonly called Travellers and identified by Travellers and others as people with a shared history, culture and traditions, identified historically as a nomadic way of life

2.2 The Equality Authority is the national agency with statutory responsibility to oversee operation of the equality legislation, and it also promotes good practice in relation to integrating equality into the work of the public and private sector. The Authority promotes and works within an intercultural model and at a rhetorical level the centrist coalition government also supports an intercultural model of equality. The practical articulation of integration in relation to migrants is located in individual government departments, whilst the Office for the Promotion of Migrant

Integration has cross-departmental responsibility to develop, drive and to co-ordinate integration policy across those departments. The government has not yet however taken a proactive stance in securing the institutional change that would lead to interculturalism, nor has it articulated a coherent vision for what interculturalism means at a practical level. Moreover, despite legislative changes and changes to public policy, gender inequality, and the way it is uniquely experienced by migrant women is still manifest.⁵ As part of the public service reform agenda, the Equality Authority will be merging with the Human Rights Commission and as part of that process there will be a 'positive equality duty', similar to that which exists in the UK.⁶ The issue that needs further elaboration is in relation to monitoring and tracking experiences of discrimination and inequality as currently there is no adequate tracking in Ireland. Furthermore, unlike the UK, there is no legal protection for racially aggravated crime in Ireland.

3. Approach to the research

Selection of research strategy

3.1 This pilot study led by Janet Poorman and Dr Sophia Skyers is small scale. The process of carrying out the study was supported by AkiDwA which set the scope, and took responsibility for overseeing the development and implementation of the research plan. AkiDwA also took responsibility for providing initial contacts and local intelligence to assist the research process. As the pilot study was exploratory in centring on young migrant women, a qualitative research strategy was adopted, structured around focus groups and in-depth interviews as appropriate. There was also a large element of desk research to assist in identifying the key themes to be explored, to identify areas that had not been researched, and to position Ireland and migration in the wider EU and global context. To ensure that a diverse group of young migrant women were included in the study, AkiDwA developed an initial stakeholder list of agencies working with migrant communities and set up interviews and a focus group with members of its Young Migrant Women's Forum. In addition, AkiDwA also organised one to one interviews with other selected staff members. In order to strengthen the methodology and give voice to young migrant women not connected with AkiDwA who are '*harder to hear*' young migrant women also recruited via a process of snowballing to participate in a further focus group, via Cultur, a voluntary organisation in Co Meath working with women migrants of varying immigration status, including refugees and asylum seekers. There are methodological challenges in recruiting people whose immigration status is far from certain, particularly in the current economic and political climate. Therefore, it was entirely appropriate that those organisations working directly with and on behalf of young migrant communities, such as AkiDwA and Cultur, should play a critical role in recruitment.

⁵ See for example, various publications by the Migrants Resource Centre listed in the Appendix, and the work of organisations such as Cultur in Co. Meath, www.cultur.ie

⁶ In the UK, the Equality Act, 2010 places a statutory responsibility on public bodies to address discrimination and to take a proactive stance on positively promoting harmonious relations between nine protected groups on the basis of age, disability, sex, gender reassignment, race, religion and belief, sexual orientation, pregnancy and maternity, and marriage and civil partnership

Focus groups and in-depth interviews with migrant women

3.2 In total 2 focus groups were set up with young migrant women drawn from a range of communities represented in Dublin and Co. Meath. This gave the research an urban and rural perspective. In addition, interviews were set up with key stakeholders drawn from the public and voluntary sector. The fieldwork was carried out during August – November 2012 and in total, 17 women took part in the study and 7 key stakeholders from other governmental and non-governmental agencies. The fieldwork strategy is summarised in the table below, and fuller details are set out in the Appendix.

Fieldwork Responses		
X 7 Stakeholder Organisation Interviews	X 2 Migrant Women Interviews	Focus Groups Participants Organised by Cultur – Migrants Centre Co. Meath – Total x 7 AkiDwA Focus Group Dublin – Total 8
		Grand Total 24

3.3 During the focus groups and the individual interviews, the facilitators followed a loose thematic topic guide to ensure that the discussion was exploratory, fluid and not restricted to a pre-determined agenda. This allowed the research to remain structured and focused, but also intuitive in allowing issues to be raised of significance to the study that might not previously have been thought of. At the start of each focus group and in-depth interview, the objectives of the research were explained and an assurance of complete confidentiality given. In undertaking the analysis we employed a version of framework analysis to identify themes and sub-themes arising from the focus groups and interviews.

4. A perspective on gender and migration

The Migratory landscape

4.1 The human landscape has been transformed in Ireland in the last decade. The country has witnessed the inward migration of people on a scale that is without precedent. This process has brought with it, positive changes to the lives of Irish people in terms of exposure to diverse cultures, languages, traditions, influences, social networks, a more diverse student population, a diversified economy, the attraction of diverse skills and maintaining the size of the workforce upon which economic growth and development in Ireland depends.⁷ The Irish economy which includes the health sector, the agricultural and food sector, the information and technology sector and the service and tourism sectors is now dependent on the contribution of people from migrant groups (National Action Plan Against Racism Ireland, 2005 – 2008; OECD, 2002, Trends in International Migration). Indeed, migration is a positive and permanent feature of Ireland, and the changes in Ireland are mirrored across the rest of the EU and on a global stage (Saunders, 2010, OECD, 2012). The total number of non-nationals, that is, people who are not citizens of their country of residence, living in the EU on 1st January, 2011 was 33.3 million, represented 6.6% of the total EU population.

⁷ Migration is defined as the movement of persons including refugees, and asylum seekers, as well as people moving for economic reasons

Moreover, more than one third of all non-nationals, that is, 12.8 million people, living in the EU on 1st January, 2011 were citizens of another country (Eurostat 2012).

4.2 Whilst countries such as Switzerland, Belgium, and France, have a long history of migration which precedes the Second World-War, other countries such as the UK, Sweden, Germany, Austria and the Netherlands have experienced large-scale migration more as a post-war phenomena. Ireland, along with Italy, Spain, Portugal, and Greece, has, until recently, been a country of emigration and as such the inward migration experience for Ireland is still relatively new. Whilst from 1990 to 1994, Ireland was the only country in the EU with a negative net migration rate, from 1995 to 1999 Ireland had the second highest net migration rate in the EU (MRCI, 2006, Realising Integration). Data from the 2011 Census reveals that the number of Irish residents born outside of the country reached 750,000, a 25% increase since 2006 and the Office for the Promotion of Migrant Integration provides evidence that Ireland remains the destination of choice for young migrants from Poland, Lithuania, Romania, Nigeria, India, the Philippines and a number of other countries. Whilst the pace of migration has slowed in the wake of the 2008 global financial crisis, it is a permanent feature and one that is set to continue over the forthcoming decades (International Organisation for Migration, 2011).

Towards a gender perspective of migration

4.3 One of the drivers for a more gender focused perspective on migration derives from the experiences of migrant women in the labour market, and in particular, low paid employment located predominantly in the care sector, as well as more recently, young migrant women's experiences of trafficking. Those themes whilst critically important, are often set within an analytical framework that fails to fully account for the complexities and dynamics in the lived experiences of young migrant women. The way in which the experiences of young migrant women are mediated through gender, race, religion, social class, marital status and so forth, operate to structure and inhibit the choices that are available to them. The result is policy approaches and services that favour 'one size fits all' and overly prescriptive and rigid models of integration, as opposed to holistic and subtly nuanced.

4.4 More recent developments in feminist theory, studies in multiculturalism, and a growing body of policy and academic literature have made major contributions to the global migration debate from a gender perspective. The Organisation for Economic Co-operation and Development (OECD) has estimated that half of all migrants worldwide are women, a phenomenon known as the '*feminization of migration*' and these women tend to be young migrant women. Whilst there is a lack of literature that looks specifically at young migrant women, there is an emerging literature which examines the unique experiences of migrant women generally and explores the variety of reasons for which they migrate. These reasons include seeking political asylum, refugee status, employment, and family reunification. As well as examining the reasons for migration, the emerging literature has also begun to explore an extensive range of policy areas. These areas include but are by no means limited to: the impact of gender and migration on the family and the family structure; gender and its relationship to accessing public service support and resources; gender and migration in an urban and rural context; the labour market experiences of migrant women; the factors that

influence and shape the employment patterns of migrant women, and the way in which the employment choices of migrant women are inextricably linked to wider patterns of race and gender discrimination, and occupational segregation (Dubgazah, 2012; Palmary et al 2010; Oishi, 2005; Immigrant Council of Ireland, 2007; AkiDwA, 2010, MRCI, 2004).

4.5 In the 1960s and 1970s, in countries that witnessed large-scale migration such as the UK, the dominant narrative on migration at that time saw it as the movement of people for economic reasons, and migrants as a homogenous group. Moreover, such studies centred on the economic *push* factors in the countries of origin, and the economic *pull* factors in relation to the countries of arrival.⁸ It is important to recognise that migration has been and will continue to be a key element in the economic and social transformation of Ireland, the EU, and indeed globally, and that the supply and demand side of the labour market plays a crucial role in the migration process. During the past two decades however, the contours of the debate about migration has shifted from the one-dimensional view of the 1960s and 1970s, which tended to place the experiences of migrants within a single uniform category, towards a comprehensive approach which recognises the diversity of migrants' social, economic and civic realities. The new contours of the debate also recognise the way in which the diverse experiences of migrants fragment through a prism of identity, age, gender, race, ethnicity, disability, religion and belief, social class, and so forth, and through the socio-cultural structures and systems of the originating and receiving societies. It is within this context that understandings about gender and migration have become more fine-grained, fuelling a shift in emphasis towards *who* is migrating and *why*.

4.6 There are some social theorists who have argued that in failing to incorporate gender previous studies were '*gender neutral*' (Oishi, 2002). The studies however, far from being gender neutral, were deeply gendered in their reflection of the dominant masculine narrative at that time. As such, by failing to incorporate a gender perspective, women remained invisible or were seen as passive dependents of a husband or a father in the migration process, rather than as active agents. As is the case today, historically, there was always a gender dimension to migration and migrants tended to be in the economically active age range or young children. The lack of a gender perspective however rendered it opaque (Saunders, 2010; MRCI, 2008). It is thus important for policymakers in Ireland to develop a nuanced gender perspective that takes account of the diverse needs of young women and the particular barriers that they face in relation to access to education, employment and other mainstream services.

Migration, integration, and interculturalism

4.7 The term '*integration*' emerged as a key policy response to the changes migration brings to contemporary societies. In the current migratory context as well as historically, the concept of integration is a contested one with highly politicized connotations. It has become inextricably entwined with notions of equality, diversity, difference, language, citizenship, multiculturalism,

⁸ See for example, Sandra (2012) Women Writers and the Windrush Generation: A Contextual Reading of Beryl Gilroy's In Praise of Love and Children and Andrea Levy's Small Island

community cohesion, and rights and responsibilities (Parekh, 2006; Hewstone, 2007; Cummings, Skyers, Poorman et al, 2004; Baring Foundation, 2012). The term integration has also become entwined with conceptual debates about identity and a politics of recognition of disadvantaged groups, and its precise meaning is therefore hard to pin down (Parekh, 2007; Sen, 2006). Thus, understanding precisely what is meant by integration, or whether we should be talking about integration at all is critical for successful policy design and for responding to diverse needs. In the Irish context and across the EU, integration policy has moved towards what is termed, '*interculturality*'.⁹ It is predicated on the notion of moving beyond an emphasis on multiculturalism and engaging with groups on the basis of fixed and immutable difference, towards an intercultural space centring on exchange and co-operation across a plurality of identities and diverse experiences across a broad age spectrum. The notion of interculturality has also become embedded in discussions about the rights and responsibilities of migrants towards Irish society as a whole, as well as the rights and responsibilities of Irish society, organisations, businesses, the government and the not-for-profit sector (MRCI, 2006; James, 2011 and 2009).

4.8 The orientation of public policy at the beginning of this decade and until very recently was integration and inclusion from a multicultural perspective. This provided the basis to enter into official dialogue and recognising groups that were discriminated against and excluded from mainstream structures and processes. This policy orientation brought with it an emphasis on partnership and engagement with excluded communities (Perrons and Skyers, 2003). The premise upon which it was founded, that is, an '*identity model*', was recognised as having major limitations as it vested power with established institutions to determine those groups that would be engaged in interaction and dialogue, and set out the terms of that dialogue. At the same time, crucial issues of economic injustice, along with institutionalised and systemic inequalities such as gender and race discrimination, were not recognised or appreciated, or were put down to dysfunctional cultural groups (Lafleche, 2007). The recognition of structural disadvantage in definitions of interculturalism is fundamental, given the context of a global economic recession and negative reverberations in other areas of social, cultural and civic life. It is for this reason that addressing the root causes of exclusion and discrimination are essential prerequisites to broader social and economic integration in terms of access to public services such as health, housing, education, and other forms of support.

4.9 In Ireland as in the EU, debates about integration, multiculturalism, and more recently, interculturalism have, in recent years, become informed by a shift in established ways of working which are ingrained into the fabric of organisations, systems and processes (The National Development Plan 2007 – 2013: Transforming Ireland; European Institute for Comparative Cultural Research, 2008). In Ireland there have been significant changes in thinking about integration policy which has moved from a specific focus on refugees seeking asylum, to one that recognises the

⁹ Interculturality is a dynamic process whereby people from different cultures interact to learn about and question their own and each others' cultures. Over time this may lead to cultural change. It recognises the inequalities at work in society and the need to overcome these. It is a process which requires mutual respect and acknowledges human rights (The Baring Foundation, Interculturalism Theory and Policy, 2011).

importance of migrants seeking employment or joining family, and other minority ethnic communities in a fully inclusive intercultural society. At a rhetorical level, the first action plan against racism in Ireland, Planning for Diversity: the National Action Plan Against Racism, 2005 – 2008, articulates the view of interculturality being a two way systemic process as opposed to an approach that is simply grafted onto existing ways of doing business. As the Plan makes clear *‘inclusive and intercultural society is about inclusion by design not as an add-on or afterthought’*. In this context, ‘mainstreaming’ has also become a tool of interculturality. It is part of the paradigm shift from a multicultural identity model built around remedial policies and practices, and the formal recognition of women and other marginalised groups. This approach to interculturality leaves existing structures and processes intact. An alternative approach is to use a mainstreaming model predicated on a multiplicity of identities that question the taken for granted assumptions underlying existing ways of doing things, and seeks to eliminate disadvantage and to promote inclusion by transforming those structures.

4.10 A key challenge for public policy in terms of making operational the concept of interculturality is the inherent tension between interculturality which is anchored in equality, mutual respect and cultural exchange, alongside what is seen, in practice, to be a set of norms and ways of being within a perceived dominant Irish tradition. Whilst the current literature on migration is focused on concepts of integration and interculturality, and whereas these debates are important to setting the conceptual and therefore policy framework, they can also impede practical and impact orientated action. The specific issues facing migrant women have not been sufficiently addressed in integration policies to date. Therefore in matters relating to civic and social rights, in regards to access to training and employment, and participation in cultural and political activities, many migrant women continue to suffer multiple forms of discrimination and inequality on grounds of their gender, age, race and ethnic origin.

5. Thematic analysis of qualitative research findings

5.1 The young women participating in the study were between the ages 19-45, and had been living in Ireland for periods spanning four to eleven years. The majority of the young women were currently unemployed as a result of being unable to work due to their immigration status, which gave them leave to remain but not to work, or as a result of limited employment opportunities arising from the recession. There were a number of women who had been educated to degree level in their countries of origin, and who had occupied professional occupations there prior to arriving in Ireland. This pilot study does not and cannot capture all of the diversity of experiences among young migrant women with different historical associations with Ireland. In that respect, this study should be seen as a starting point for further research into the integration of young migrant women, and as a contribution to enhancing and informing further discussion and debate about their particular experiences and the way in which agencies can respond.

Reception in Ireland

5.2 In the case of young women of school age and accompanied minors, arrival in Ireland was described as *‘frightening’* but at the same time the reception by the Health Safety Executive (HSE)

was very welcoming, positive, and reassuring. The young women were made to feel at ease, gained trust and began to look positively towards their future lives. A 20 year old girl on arriving in Ireland described her experience four years previously in the following way:

‘The HSE took me and put me in a hostel with another girl my age and I was living there. It was fine as they looked after us. They gave me a social worker who looked after me. When I came first of all I was happy because I got some peace. I didn’t have that peace before and I was thinking I am going to die because my life was not that great and my parents were killed. I didn’t have a future and was thinking tomorrow was the end of my life. So when I came, I got some peace, even though I was not at home with my family. I was feeling fine as I was away from trouble. It was so hard but I was feeling peace and safe. When I lost them (parents) I was thinking that I would not go to school anymore, that I did not have a future but now I feel I am important, I can contribute to the community whereas before, I lost that hope but now I have my hope back that I can do better’.

The importance of a spiritual/religious dimension to life in Ireland

5.3 A recurring theme among the women who participated in the study was indeed the fear of adapting to a new environment, and the fear of change where there were no prior networks to provide psychological and social support to assist the process of adapting to a new environment, language, and culture. There is an emerging empirical literature centred on Ireland which has found that religion, for many migrants, plays a crucial role in responding to the myriad of challenges to integration (Raghallaigh 2011). This is confirmed by the findings of this study which also found that religion plays a critical role in offering practical and emotional support. Indeed, for many young women arriving alone in Ireland after fleeing torture or the indescribable trauma of witnessing the murders of parents, brothers, sisters, and other family members, religion provides a substitute family giving emotional sustenance, warmth, some respite from loneliness, love, and importantly, a connection with the society and a feeling of belonging. The remarks by another migrant woman fleeing persecution at the age of 16, six years previously, following the murder of her family epitomises this view as follows:

‘They are just like my family because my Pastor he was so nice and his wife and kids. It was one of my friends in the hostel who brought me in that church because I didn’t know anyone at first and she bring me and we were going there and the Pastor was so kind with us and I was thinking “I am just stranger and he open his house to me”. He was so nice’.

5.4 Similarly, another young woman from, also fleeing persecution, put it in this way:

‘The church formed my family here. Without them and the support, the love, the care...I mean, it was amazing, it is still amazing! They have done a lot in my life’.

5.5 Given the crucial role played by religion in the process of integration at the point of arrival and beyond, it is important for public agencies to recognise its supportive role and the way in which religion and spirituality can bring coherence and stability to the lives of young migrant women. In

this sense, religion and spirituality plays an important symbiotic role alongside a range of statutory services. It is thus important for links to be developed between various faiths working with young migrant women and statutory agencies.

Barriers to education and inclusion:

5.6 Access to education was seen by the young migrant women that we spoke with as inspiring them with hope as well as symbolising a passport to a better life and a productive future as full members of Irish society. Initially, among girls of school age, whilst, language was experienced as a barrier to participation, it was quickly resolved. The young girls were placed in intensive language classes where a command of English was the exclusive focus, after which, they were then transferred to a mainstream school. This experience was however in marked contrast to some whom, whilst in the middle of study for the Post-Leaving Certificate, had their education abruptly disrupted, by being dispersed to schools in different geographical locations. This practice is by no means uniform but for those women affected, the impact meant that they were taken away from supportive friendships and networks that they had built up and invested in since their arrival in Ireland. Moreover, the experience of dispersal, rekindled fears about the future at a time when the young women had become settled, and placed a heavy burden on them in relation to adapting to a new environment yet again. The following remarks made by an interviewee provide a vivid illustration of this experience:

‘When I was in the middle of my plc course (Post Leaving Certificate) they send me away. My school was here in Dublin and they send me to Galway and it was far and when I went there they put me in another school and it was not the same book. The Leaving Cert here is two years you must do it for two years in the same book. When I went there it is a different book and all the stuff was different and they tell me to go back to 5th year....If you are in education, it’s better for them to leave you in the same place as it was not easy for me to adapt in that school, make friends. You know, to make friends first of all it was very scary for me to make a friend and talk with people and then to have to move again and not finish. Some they move and some they left....Why they don’t make everything better for everyone? It look like they wake up one morning and any decision that run through their mind they just make it regardless of what’s happening’.

5.7 Another young woman described her experience of being forced to move during her crucial exam periods as being very stressful, and compounded by a lack of respect in the following way:

‘When I was 19 they moved me to another hostel and it was tough and I had exams and after moving in the middle of my exams, I came back one day to find my things thrown into another room in a black bag. All my books, clothes everything and it was stressful as I was coming back to revise for my exams the next day. Can you imagine that? In the middle of your exams?’

5.8 The experiences of the young women in the process of doing their Post Leaving Certificate posed a major barrier and this could also be compounded by further structural and financial barriers

to further and higher education. The operation of the immigration rules, means that young people who have lived their entire lives in Ireland, but who, in common with their mothers who are their main carers, do not yet have citizenship, can attend primary and secondary schools but not higher education unless, they decide to pay prohibitively high international student fees. Furthermore, in circumstances where immigration status is regularised part way through a course, it is not possible to undertake a transition from international fees to domestic rates. This therefore becomes an enormous barrier for some that is impossible to surmount. The lack of citizenship also means that it can prove impossible to obtain the necessary financial support to go through further and higher education. As one young woman explained:

'I could not go to college this year. I wanted to do Nursing but I couldn't get the grant...because I don't have my status here and if you don't have your status, you cannot go to college because of the grant. If you find someone who can help and give you the support you can go. I applied but just three people got it from 70 people'.

5.9 An economic dimension is a critical component of broader social integration, bringing with it the ability to participate in society on a range of dimensions. Thus, the absence of economic power can be an impermeable barrier to participation and to integration. The terms of the Irish labour immigration system and types of employment permit for people outside the European Economic Area are the Work Permit Scheme and the Work Visa Authorisation Scheme. The former entitles migrant workers to broadly similar rights as Irish nationals in relation to employment rights, health, education, and social welfare. The latter which is given to workers for two years allows for family reunification after three months and is aimed at different categories of skilled worker. Moreover, women who join their husbands in Ireland as dependent spouses have the right to remain in Ireland, but the right is dependent upon the relationship continuing and it is difficult to change from a spouse dependent to a work permit holder. This can create a power imbalance in the relationship where women are left feeling vulnerable. As one young migrant woman explained:

'It means you depend on your partner when you don't have your own status. It is in the middle of the relationship and it is a power thing and it means you are dependant and it is a big thing'.

5.10 Those migrants without the right to work, or whose parents do not have the right to work currently receive 19 Euro and ten cents each week for all of their personal needs. This was seen as bringing other gender-specific problems for young migrant women who, unlike men, have additional personal intimate needs to take care of. The result is that they are unable to go out during the summer months for example and socialise, or take up opportunities for wider social interaction in the communities in which they live because of an inability to pay, whether it is meeting the cost of travel, meals out, a drink, or the cinema. It is here that the role of the voluntary and community sector and organisations that work specifically with migrant women take on a particular significance in providing free and affordable activities and social outlets that other people can take for granted. In the context of dramatic cuts in public expenditure, the voluntary sector is also under threat and many of the critical services it provides are ceasing and there is no buffer to enable women to

weather the negative impact of immigration policies and laws that work to keep them in poverty and excluded.

Migration, occupational and educational status

5.11 As already stated, a high number of the young women that participated in the study had been highly educated in their countries of origin and had occupied a range of professions. These included a former barrister, a nurse, a banker, a language teacher and a number of others, none of whom were employed in Ireland with the exception of a former banker was currently employed in a domestic role. A primary barrier to the economic integration of migrant women who are seeking to enter the labour market and to develop a measure of control over their lives is English proficiency. This was seen as the gateway skill to obtaining employment commensurate with their previous level of skills and qualifications. As a consequence, women who have limited command of English are constrained in their employment options and their options for further education and training. As a consequence, the majority of the migrant women we interviewed talked of having to take-up low paid jobs as cleaners and sandwich makers. The experience of the following migrant women resonates strongly with this:

‘Before, I was banker but my English not good so I get work as restaurant cleaner’.

5.12 A good command of English did not however, automatically work as a route into employment. There were other barriers to integration that often operated alongside proficiency in English language and in this way compounded exclusion. A key barrier cited was the lack of affordable childcare. Indeed a lack of accessible and affordable childcare and English language proficiency were often strongly linked, as factors that constrained the employment choices of young migrant women and their ability to access English language classes where they were provided. The majority of women that we interviewed had dependent children, and also had the main responsibility for childcare. This was because, in some instances, their husbands worked full time, or the hours that their husbands worked did not dovetail in a way that allowed women to access employment, and there were no family support networks available to provide childcare support. In addition, the low paid nature of employment on offer, due to language barriers, meant that there was no financial advantage to working for many of the women, particularly where there was more than one child as the advantage of working, particularly in low paid employment, was cancelled out completely. This would often become mutually reinforcing in that a lack of affordable childcare prevented women accessing language courses which might lead to higher paid employment prospects. Moreover, the working patterns of husbands and partners did not enable them to participate in language classes, giving rise to a negative spiral and complex interplay of language, economic and cultural barriers and these were shared by professional and non-professional young migrant women alike. Whilst the childcare situation is difficult for all women, the situation becomes even more difficult to handle in the case of young lone migrant women with dependent children where there is no-one around to share day to day problems and issues, as they arise. The following accounts provide a vivid illustration of the way in which the post migration integration process can be impeded:

'I had one child and was earning five Euros an hour. The childminder wants four Euros an hour. Also now I have two children so it's not possible...I cannot always go to classes for English because my husband is not back from work and I cannot afford to pay for childcare'. 'I had to leave my child with a stranger for 9 hours and it was rush, rush rush all the time and whatever I was earning, I gave half to the childminder and now I have two children it's not worth it'.

'I get bored, and lonely and sad, every day ironing and cleaning. It puts you in a bad position and there are things that you cannot do and it makes you feel bad. Men have more choice. They can choose between whether to go to work and leave the work to mind the kids or to go to work, and work and work and work. For women it is difficult. With no language it is terrible'.

5.13 The operation of the Irish Born Child Administration Scheme (IBC/05) was established in the context of concerns about the rights of Irish children born before 2005 being forcibly expelled from Ireland with their parents whose status was not regularised. The holders of IBC/05 status are required to be economically viable, and to take steps that lead to employment. At the same time, IBC/05 does not confer entitlement to family reunification and the practical application of the rules has presented a myriad of problems for migrant families and in particular, young migrant women with dependent children. The most salient among these is the inability to engage in the labour market due to issues around childcare, and the inability to bring husbands or partners to Ireland under the terms of IBC/05. In addition, the requirement to be economically viable poses difficulties for young women who find themselves in a Catch 22 situation, unable to engage in the labour market due to having sole responsibility for childcare and being placed in a position where they may be forced into unsatisfactory childcare arrangements in order to take up employment. As well as the labour market dimension, the separation of spouses from each other, and the separation of fathers from their children, has a devastating impact psychologically and undermines the family as a unit. This is compounded by the fact that IBC/05 is not a permanent status but is one that requires renewal and ongoing evaluation of the IBC/05 holder and this reinforces feelings of being unsettled, and the status of young migrant women as being a transient one thus posing difficulties in moving forward with life (Coakley, 2012).

Living in a hostel and its impact on integration and developing relationships

5.14 The majority of the women that we spoke with had lived in a hostel for some time since their arrival in Ireland, the longest being for seven years. The effect of hostel life was described in vivid terms as causing severe stress and depression, and as one young woman described it, *'destroying my mind'*. The reasons included lack of space; the inability to bring up their children in a way to ensure that they are properly socialised, feelings of low self-worth, low self-esteem engendered by their situation, lack of power and autonomy. In addition to the effect of living in cramped hostel conditions, some of the women talked about their lack of a voice, and raised concerns about the treatment they received from staff working in the hostels. They stated that if they tried to address their concerns, they were labelled outspoken and aggressive, received negative

comments, and were fearful of reprisals in the form of more adverse treatment. The following women described their feelings and the impact of living in a hostel in the following way:

'You are treated like a child. There is no one to turn to. The staff shout at you and the child knows the mother has no power and sometimes we are referred to as inmates and told if you ask for more toilet tissue, "How many times do you have to use the toilet?" "Where you come from you don't have toilet paper, you use leaves". If you complain, they can write lies about you and get you transferred to another hostel. You cannot talk as you get more negative things and it might affect your status.'

'Depression is one of the major things and I have suffered depression and you have no space. Being a child born in asylum and living in a hostel, they figure out the difference. My child is six and is figuring out the difference. There is a difference between hostel kids and other children. Hostel kids are wild. They go through a lot. There is a lot they go through.'

5.15 This notion of being powerless within the context of life in a hostel, brought with it further barriers to integration in the wider society. For example this is played out at the micro level in relationships between children at school. Migrant children might not be invited to birthday parties of school friends and this further compounded their isolation and feeling of being different. In addition, there were no opportunities for women to socialise with other women outside of the hostel setting due to their inability to participate financially, as well as not having a home of their own in which to entertain friends.

The role of the voluntary and community sector and funding challenges

5.16 The voluntary and community sector play a significant role in the lives of migrant women as a sector that continues to offer respite from isolation by providing social outlets and empowering migrant women facing similar experiences. Some of the women that we spoke with gave examples of assistance provided by the voluntary sector, and its important role in filling gaps in language provision. For example, this can include circumstances where their immigration does not entitle them to state support and they are not eligible for state language provision. There were women that we spoke with who had come from outside of the EU whose inability to access language classes because of their immigration status prevented them from being able to participate in the society and to be part of it. Organisations such as Cultur Migrant Centre in Co. Meath recognise this service gap and provide English language classes for women regardless of immigration status, and also provide a crèche. This has been enormously beneficial to the young women who participated in the study who would otherwise be isolated within the home, often caring for small children. Indeed, because of their immigration status, these women have little or no access to other support agencies and local services, which could potentially act as referral points or as gateways to a range of support services. This is where the voluntary sector and organisations such as AkiDwA fill the vacuum by providing opportunities for young women to engage, by providing activities that empower young women, and by raising these concerns at a strategic level with statutory agencies, and campaigning to ensure that policies are nuanced to the diverse needs of young migrant women. The following remark typifies the important role of voluntary organisations such as AkiDwA:

‘We receive 19 Euro and ten cents every week. Literally think, I mean you can’t work. Even if you don’t have status if you could work and pay your tax and contribute to the community as well. You can’t go out during summer time the people stay in the hostel but they can’t because they have nothing. That is why we go to places like AkiDwA and other places so we can socialise so what they provide is important. During Xmas time when you are a refugee you have nothing to do you have nowhere to go so we are working with people voluntary to do something for people to give back to the youth ourselves and to receive ourselves as it is really tough and you see a lot of people depressed, we have been there and we know how it is’.

5.17 Demonstrating the business case for public sector financial investment alongside managing the changes to the funding base of the voluntary and community sector presents some of the key challenges to sustaining good practice, grassroots service for migrant women in the local community. Dublin City Council, the Office For the Promotion of Migrant Integration, and the Department of Justice and Equality, provide valuable information and small project based funding to support this. As an illustration, the Office for the Promotion of Migrant Integration funds the Employment for People from Immigrant Communities Programme (EPIC)). There is however a substantial void in terms of how these projects engage with migrant communities and critically, how impact is measured in relation to issues of gender, and the way in which evidence is used to inform new policy developments needed to drive mainstream service improvements. Moreover, changing migration trends and in particular, the reduced numbers of migrants from non EU countries entering Ireland has a number of important policy implications: Firstly, central government will not be in a position to attract a larger portion of European funding for Ireland. Secondly, there is a concerted attempt by the Ministry of Justice and Equality to fund larger projects, where tangible impact can be achieved and demonstrated. Thirdly, organisations that have received EU funding have not been so successful in terms of sourcing matching funds.

5.18 There is a new Asylum and Immigration Fund that will amalgamate EU funding, including the European Social Fund (ESF) and the European Regional Development Fund (ERDF). The European Refugee Fund (ERF) in Ireland has supported a number of projects for migrant women. For example under this fund, resources were allocated to the Dublin Rape Crisis Centre to develop and deliver a training programme, to build the capacity of service providers to work with and deliver services to migrant women who have experienced sexual violence and other trauma. A further example is financial support which was awarded to the Irish Family Planning Association, in partnership with AkiDwA, to provide reproductive and sexual health support to migrant women.

6. Good Practice Principles for Integration

6.1 As well as exploring barriers to integration experienced by young migrant women, a focus for this study was also the examination of evidence based practice with applied learning from elsewhere. As already stated above, there is a dearth of literature about young migrant women. The following presents examples of evidenced practice, some of which are gender-specific and non-gender specific, and some of which also focus on refugees and asylum seekers. They have been used to address disadvantages experienced by migrants, and to highlight strategies and policies required

to ensure successful integration.¹⁰ In addition the key tools and approaches presented could be used to support young migrant women living in Ireland and the organisations working with them.

6.2 Protecting the Legal and Human Rights of Young Migrant Women: Law, policy and practice in the asylum system in Ireland changes constantly and this puts pressure on frontline advice agencies working with migrant women as well as public sector organisations that may lack up to date knowledge about Ireland's immigration rules. For example, schools sometimes request that a child's registration card be shown when none is necessary, perhaps because the child is under the age of 16, or has become an Irish citizen, for example, and is not therefore required to register with the Garda National Immigration Bureau. This can create misunderstandings, confusion and anxiety. Similarly campaign organisations have called for a comprehensive review of Third Level fees. Young migrants with an established immigration history should not be excluded from education by prohibitive costs. Once migrants turn 18, they must obtain independent immigration status. Even if the child of a migrant has been educated in Irish schools, they can find they are expected to pay international student fees to attend a third level institution, rather than the same fees Irish college students pay. Good practice integration policy requires a coordinated approach that brings all stakeholders, including colleges, universities, the state, and those working directly with migrants, to the table with a clear vision of standardising the rules regarding third level fees.¹¹ The policy supporting a cost levy on migrant students leaving secondary school by imposing international fees based on the immigration status of their parents will severely hamper integration and the educational achievement of this group.¹²

6.3 Campaigning organisations have raised awareness of the significant delays for asylum applicants to having their asylum or other protection needs assessed. What this means for women with children living in detention centers has been addressed through the qualitative experiences of migrant women in this research. Long-promised legislation to establish a single procedure for considering claims has still not been enacted. For documented women, a gender impact assessment to integration and how they are treated on arrival in Ireland could prove beneficial. This area of work could for example examine gender and ethnicity disaggregated statistical data to determine if the integration process may have an adverse impact on African women.¹³

Ambassadors for Change – Immigration Council for Ireland

The Immigration Council for Ireland is an independent, non-governmental organisation working with and for migrants by providing information and support, advocacy and strategic litigation. The organisation recently launched ThinkandAct.ei. This is a new Ambassadors for Change programme which places successful migrant mentors in second level schools in

¹⁰ Europe's Migrant Policies: Illusions of Integration, Dr Suzanne Mulcahy, 2011 Palgrave MacMillan

¹¹ Immigration Council for Ireland Briefing Paper July 2012 Immigration and Young People

¹² This is estimated to be 140 in 2012 – interview with Office for the Promotion of Migrant Integration Department of Justice and Equality based in the casework generated from Migrant Rights Centre

¹³ "I feel like as a woman I'm not welcome": A gender analysis of UK asylum law, policy and practice, Feminist Review Trust, January 2012, Christel Querton

Dublin and engages them with teaching training colleges. The Ambassadors comprise a diverse range of young people who work with children at both primary and secondary level in Ireland.

6.4 The specific impact on migrant women of changes to immigration rules has called for an age and gender-sensitivity assessment.¹⁴ The immigration rules in Ireland are thwart with inconsistencies and convoluted processes to reaching decisions that are often discretionary and therefore difficult to predetermine with any degree of accuracy. Irish citizenship by naturalisation is awarded at the absolute discretion of the Minister for Justice and Law Reform. To be eligible to apply for naturalisation, an applicant must have five years' reckonable residency, that is time spent lawfully resident in Ireland, but not including time spent living in Ireland as an asylum seeker or student on a student immigration stamp (Stamps 2 or 2A). Migrant children and young people who have been given these types of immigration stamps (Stamps 2 or 2A) generally, but not always, have been able to apply for citizenship with time on these stamps included as reckonable residency. However, the lack of written rules about this issue adds to uncertainty and anxiety and could be resolved by setting out clearly the eligibility for the granting of Irish citizenship by naturalisation.

6.5 **Unaccompanied Migrant Children:** A steadily growing number of unaccompanied migrant children continue to apply for asylum in the UK. In 2011, 1,398 unaccompanied asylum-seeking children applied for asylum in the UK, and more recently this is estimated to be closer to 3,000¹⁵. Unaccompanied migrant children are the most vulnerable to child trafficking, child prostitution, child pornography, and without legal immigration status, are at risk of destitution, exploitation and social exclusion. This is exacerbated by the contradictory and frequently changing rules and regulations which jeopardise their access to healthcare, education, and protection by the police and other public services.¹⁶

6.6 Research evidence for Ireland shows that of the 15 children allegedly trafficked for sex purposes in 2010, only three were identified as non-migrant children¹⁷. Although there has been a gradual decrease in the number of recorded unaccompanied migrant children, - down from a high of 1,085 in 2001 to 97 in 2010, there has also been growing concern about internal trafficking in Ireland¹⁸. In order to develop a gender-specific analysis of the experiences of unaccompanied migrants, data and monitoring evidence is needed. This will contribute to existing policy and practice, and uncover the scale and nature of the issues to be addressed. As an illustration,

¹⁴ "I feel like as a woman I'm not welcome": A gender analysis of UK asylum law, policy and practice, Feminist Review Trust, January 2012, Christel Querton

¹⁵ [http://www.parliament.uk/documents/joint-committees/human_rights/Written_evidence_final_\(20.12.12\).pdf](http://www.parliament.uk/documents/joint-committees/human_rights/Written_evidence_final_(20.12.12).pdf)

¹⁶ No Way Out, No Way In: Migrant children fall through the net, Dr Nando Sigona, the Refugee Studies Centre, University of Oxford, 2012

¹⁷ Dr Deirdre Horgan, of University College Cork, co-authored Safe Care for Trafficked Children in Ireland: Developing a Protective Environment, <http://www.irishtimes.com/newspaper/ireland/2012/0914/1224324008857.html>

¹⁸ <http://www.irishtimes.com/newspaper/ireland/2012/0914/1224324008857.html>

unaccompanied migrants are granted refugee status at a rate substantially lower than adults.¹⁹ In addition, common accounts of migrant children facing age disputes, distress and anxiety at school, and concerns about the independence of interpreters provides good evidence to inform a new approach to addressing their integration needs.

6.7 In order to secure the legal rights of unaccompanied migrant children access to grassroots independent organisations offering legal advice and support such as AkiDwA is crucial. Indeed, AkiDwA also has a strong track record of working with unaccompanied children and young women people who are trafficked or at risk of being trafficked, and is well positioned to develop resources to respond to their care needs. AkiDwA has also assisted public sector services to develop cultural competence and anti-racist practice and could extend this to address the issues mentioned.²⁰ This is one of the key recommendations highlighted in a recent report by the Children's Rights Alliance called Safe Care for Trafficked Children in Ireland, Developing a Protective Environment.²¹

6.8 **Multi-layered strategy and policy response:** The issues that impact on integration for migrant women interfaces with several public policy fields making policy coherence and multi-stakeholder dialogue and consultation, with migrant women central to identifying the changes needed. The new model of National Integration Services in England proposed by the Home Office is the *Sunrise Project* which consists of: casework with refugees and asylum seekers; mentoring; support for refugee community organisations, and refugee employment. In London, a Strategic Migration Partnership (LSMP) has been established with support from the UK Border Agency and key strategic bodies. There is also a Migrant and Refugee Advisory Panel (MRAP) which brings together migrant, refugee and voluntary sector organisations from across the London region and has representation on the LSMP Board. The core objectives are to address the health and wellbeing of migrant and refugee children and young people, as well as housing, employment, education, community safety, community development, and participation. The strategy calls for a more robust evidence base on the needs of migrants and refugees, and achieving a balance between access to mainstream services and the development of specialist services. In a cost cutting context however, the momentum for change and progress has become staggered by other competing economic and political priorities.

6.9 There are also lessons from Sweden in that, as well as developing a multi-agency infrastructure to support the implementation of a Migration Strategy, the country also supports the strategy with funds to tackle discrimination, racism, and other forms of intolerance including anti-Semitism, Islamophobia, Afrophobia and anti-Ziganis. The government has entered into local development agreements with municipalities to work with the urban districts ensuring the rights of

¹⁹ [http://www.parliament.uk/documents/joint-committees/human_rights/Written_evidence_final_\(20.12.12\).pdf](http://www.parliament.uk/documents/joint-committees/human_rights/Written_evidence_final_(20.12.12).pdf)

²⁰ Safe Care for Trafficked Children in Ireland: Developing a Protective Environment, Children's Rights Alliance 2012, http://www.childrensrights.ie/sites/default/files/submissions_reports/files/SafeCareForTraffickedChildrenInIrelandReport.pdf

²¹ Ibid.

migrants and refugees are taken seriously. One of the determining factors that has contributed to the success of this strategy is that the proportion of the Swedish population with a foreign background is comparable to that of the USA and Germany, and is higher than, for example, that of the UK, France and the Netherlands.²²

6.10 Whereas these examples are useful in terms of placing the needs of migrant communities firmly on the strategy for integration, more could be done to address the specific experiences of migrant women. An example on how this could be achieved is set out below:

A Strategic Framework For Action in Cambodia

Gender is mainstreamed into all national strategic plans and priorities including the following:

- National Poverty Reduction Strategy (NSDP) 2006-2010, 9 of the 43 macro goals and core indicators are gender responsive.
- Governance Action Plan II 2005-2008 – gender equity is 1 of 9 priority areas. 19 Thematic Working Groups (TWGs) including a TWG on Gender chaired by the Minister of Women’s Affairs with UNDP and JICA (Japan International Cooperation Agency).
- Ministry of Women’s Affairs takes the lead on gender-mainstreaming on a large-scale.
- Gender-responsive budgeting ensures that gender mainstreaming remains a priority across the board

Reference: Mainstreaming migration into strategic policy development from a gender perspective International GFMD Policy Seminar, Mainstreaming Migration into Strategic Policy Development’

Chisinau, Republic of Moldova 12-13 October 2011

6.11 The UK Home Office has produced an ‘Indicators of integration’ report which provides a useful tool to look at how the needs of young migrant women can be mainstreamed across large public service areas.²³ The report consists of housing, employment, health, and education issues which are labelled *Means and Markers*, and are described as key areas for the participation of migrants in the life of communities. The social connection involves the diverse relationships and networks to assist the integration process. Those connections may be with people who share similar experiences and values through ethnicity, religion or country of origin, and are defined as bonds within communities. The connections with other groups are seen as bridges between communities and connections that assist in accessing services, facilitate full involvement as citizens, and are defined as links to services and government, serving to connect an individual or group to the wider community. *Facilitators* are the key skills, knowledge and circumstances that help people to be active, engaged and secure within communities. *Foundation* refers to the principles that define what one has a right to expect from the state and from other members of the community, and what is expected in return. These principles include the rights that are given to individuals, and the expectations and obligations of citizenship.²⁴

²² Swedish Integration Policy Fact Sheet, Ministry of Integration and Gender Equality December 2009

²³ Indicators of Integration: final report Alastair Ager and Alison Strang Queen Margaret University College, Edinburgh

²⁴ Annual Monitoring Report on Integration 2011 Frances McGinnity, Emma Quinn, EMN Ireland, Gillian Kingston and Philip O’Connell, Economic and Social Research Institute.

6.12 Engagement structures and mechanisms to influence and hold to account: Countries that use selection processes that are inclusive and encourage members of migrant communities to engage, are better placed to understand and respond to migrant issues. Public sector consultative bodies have the potential to fulfil the role of advocate for migrant communities and strengthen partnership relationships between government and immigrant communities. Where there is no mechanism to hold the government to account, ineffective collaborative partnership work, accompanied by a weak legal status, the right to demand more effective integration and immigration policies can be easily compromised.

6.13 In Finland, members of National Advisory Board (ETNO) are selected through an open call to immigrant run non-governmental organisations that nominate their candidates. The Government then appoints members of ETNO for a period of four years.²⁵ In Spain, the Forum for the Social Integration of Immigrants consists of a number of representatives of immigrant communities and social support organisations nominated by their organisations and appointed by the Ministry of Labour, and a number of representatives of different levels of government and local authorities. Government representatives, serving as members of the Forum ex officio, include representatives of several national ministries, officials from autonomous communities of Spain, and officials from local administrations. The representatives of immigrant and refugees associations are appointed by their own organisations, after the Ministry has selected representative organisations from among those non-governmental associations that applied for places.

6.14 It is important that the mandate of the consultative body includes the responsibility and the right to comment on all government policies that impact on integration and immigration. This also includes the process for implementing existing and new policies and in particular, the national programmes of the European Fund for the Integration of Third Country nationals.²⁶

6.15 Employment – Skills and Training Employment, skills and training programmes should be developed that begin to address the barriers to employment and training particularly within the context of a deepening economic recession as this will support successful integration. The negative media messages that stigmatise migrant communities and promote a blame culture can fuel divisions between and within communities who share more in common than the differences that separate them. With limited public resources and a growing increase in the number of unemployed claimants this issue will continue to be a political priority. The good practice measures the government in Ireland can introduce to support the employment, skills and training of young migrant women are discussed in more detail below:

²⁵ Consultative bodies and dialogue platforms for immigrant communities: lessons from three EU countries, Maria Golubeva, Centre for Public Policy PROVIDUS June 2012

²⁶ Consultative bodies and dialogue platforms for immigrant communities: lessons from three EU countries, Maria Golubeva, Centre for Public Policy PROVIDUS June 2012

6.16 **Transferability of Qualifications from Abroad:** Policies that encourage the recognition of qualifications from abroad can positively impact on integration as this can open access to more employment opportunities for migrant communities. This is one way to encourage a more positive perception of the employment skills that migrant communities have to offer.

6.17 **Unpaid and Paid Employment:** Migrant women have employed a range of strategies to negotiate the negative downward employment spiral including volunteering and building social capital.²⁷ However, achieving financial autonomy through access to training and employment is critical. Integration strategies thus need to include access to affordable skills and language training, even when the outcomes do not lead directly to formal paid employment. Migrant women will increasingly become a part of the skilled labour market in Ireland, meeting the diverse and future needs of businesses. By encouraging migrant women to access training opportunities, the government will encourage them to access further learning and training opportunities including job re-skilling, retraining and vocational training, internships and further education courses.

Sweden: African women and employment Centre Against Racism²¹

The Centre Against Racism is an umbrella non-governmental organisation of about 90 member organisations working on anti discrimination. The member organisations, together with their wide network of contacts, provide a broad base of knowledge concerning racism, integration and discrimination in different sectors of Swedish society. The Centre maps and articulates problems and action plans against discrimination and racism, and engages authorities, organisations, the general public, institutions, and political parties through awareness raising campaigns and knowledge dissemination. They also work on integration issues through promoting intercultural dialogue with youth as well as migrants' rights. The migrant communities include South Americans, Iranians, Lebanese, Syrians, Thais, Chinese, Vietnamese, Indians, Afghans, Filipinos, Koreans, Pakistanis, Finns, Iraqis, Poles, and Africans (a majority of Somalians),

Size of migrant community

- Percentage of total population: 1,6 million
- Percentage of persons with a foreign background: approx. 20 %
- Percentage of foreign-born persons: approx. 12%

Project description

The Centre Against Racism was involved in establishing the Simba Centre in conjunction with the Afro-Swedish Association in 1998. The objectives of the project were to improve employment outcomes for African migrant women and to challenge stereotypes. It also aimed to educate and inform employers and employment agencies about the potential of migrants, to demonstrate to migrants their own capacity for leadership, and to build stronger bridges with other sections of Swedish labour, such as trade unions, private companies, civil society, the Swedish Employment Agency and the social welfare services.

The Simba Centre provided an advice and counselling service to African women who had been unemployed for longer than six months and who were referred to the Centre by the Swedish Employment Agency. Simba Centre advisors worked with the women to prepare individual work plans based on the woman's background, education and vocational qualifications, work experience, and also according to the aspirations of women in the way of employment and future career paths. The

²⁷ Paradoxes of Integration: Female Migrants in Europe, International Perspectives on Migration, 2013, Volume 4, 37-58, DOI: 10.1007/978-94-007-4842-2_3

work plan helped identify useful courses persons could attend to upgrade their skills. The Simba Centre provided some of these courses, particularly in IT skills. Discussion groups involving several people looking for work were organised and covered themes such as the norms and expectations of Swedish society, ethics, citizenship, etc.

The Centre has the capacity to work with 80 job seekers at any one time. It has developed strong networks to be able to match jobs with jobseekers by developing a database of 800 companies. It also works closely with the Swedish Employment Agency and the social welfare services in regard to coaching on the needs of long-term unemployed migrants and intercultural dialogue techniques. In addition, the Centre also initiated a partnership with Manpower, a private sector employment agency.

Reference: http://cms.horus.be/files/99935/MediaArchive/publications/Toolkit_EN_low%20final.pdf

6.18 Informal networks: Young migrant women, despite the barriers they face, are not passive. They use their informal networks to actively resist discrimination and inferior labour market positions. Women-led informal support networks enable young migrant women to find a voice and successfully integrate into new communities, making the transition a smooth one.²⁸ The informal networks provide a sense of protection, security, and build new confidence and skills in community leadership and political representation. Indeed, several studies have shown the numerous strategies employed by migrant women to cope with barriers to integration, including strategies such as informal social action and networks. These strategies present good practice examples that policy makers and funders can use to inform grassroots interventions that work for migrant women. These informal networks lead to meaningful interaction and strong, positive relationships between migrant women from different backgrounds, and are promoted as necessary to secure the vision of ‘an integrated and cohesive community.’

Migrant women in Mexico:

Women migrants in Mexico tend to be disproportionately single and either separated, abandoned, or widowed. Single mothers tend to accompany parents. Young, single women seem to be attracted to the border of the US by the possibilities of finding work in the maquiladoras, underscoring women’s generally ignored status as labour migrants. Poor women in Mexico engage in a variety of income-producing activities in both the formal and informal economies that may involve migration. The social capital provided by informal networks exists on an individual, familial and community level, and there is considerable evidence of the survival strategies of migrant women and social relations of women residents of Mexicali’s Colonia Popular, an irregular community in Mexicali. Women play a special role in sustained social networks, and anchor the migratory chain in Mexico and internationally. The stories women share provide valuable insights as they offer a vital way for peeling away much of the mythology of Mexican migration and understanding its structural foundations and long-term effects in Mexico and the United States.

Reference: *Women’s migration networks in Mexico and Beyond* Tamar Diana Wilson 2010

6.19 The role of infrastructure advocacy and campaign organisations: The voluntary and community sector, including emerging migrant organisations, as well as faith organisations and trades unions, play a pivotal role in countering negative public attitudes of young migrant women and stereotypical associations. These organisations play an important strategic role by using

²⁸ Lodigiani R Studi Emigrazione. Etudes Migrations [1994, 31(115):494-506]

campaigns to challenge injustice, policies and legislation that prevent migrant women from integrating socially, economically and politically.²⁹ The invaluable work of these organisations in supporting migrant women to acclimatise to life in Ireland cannot be overlooked, particularly as they are usually run on slender resources. Through their front line services they have forged links between migrant women from diverse cultural, religious and language backgrounds and the wider Irish community, and provide English-language training and employment support. They also offer expert advice, mediation and training to local, regional and national government on the problems and solutions to accessing local services, which often includes activities that enable migrant young women to achieve their full potential, and to make an active contribution to the society in which they live. In addition, these organisations provide safe spaces for vulnerable young migrant women where they can be respected, to tell their stories, and to create the pathways to integration that best suits their specific needs and experiences.

6.20 There are international examples of informal self-help networks, which have developed into different forms of activism or involvement in political and/or community life. This is a central component of the service AkiDwA provides and as the example in Turin Italy shows below, it is also central to supporting a successful integration strategy for Ireland. AkiDwA's self-help training programmes target migrant women and have helped to create young migrant women leaders who are able to work with and across different organisations, and professional boundaries, and understand how the public sector works in Ireland. This demonstrates that self-help networks have multiple benefits, not only empowering and building the confidence of young migrant women but also the wider community in which they live. The strength of this approach to integration is that it develops the connectivity between the different experience of migrant women, a process that is empowering in itself, and can potentially build cultural sensitivity of public services to respond to their access needs.

NGO support to migrants in Turin, Italy

In 1994 the NGO ALMATERRA was set up in Turin, Italy, by Italian and migrant women of different nationalities to create a focal point for, and to meet the needs of, migrant women. Its aims were to be a self-managed intercultural women's centre for women of diverse cultural origins, run by them with the support of Italian women but outside of statutory state control. The Centre brought together at first, migrant women from Somalia, Morocco, the Ivory Coast and Iran, who worked primarily as domestics and care assistants in Italian homes. The nationalities of the women have broadened to other parts of Africa (Nigeria) and to Asia and Europe. The Centre addresses the needs of women to have a place to socialise, relax and feel culturally at home, and where they can decide the rules and nature of the provision. It provides a range of services including: legal support; a documentation centre; cross-cultural mediation and support including for those who have just arrived; nursery/kindergarten, and workshops and vocational courses. The Centre has also undertaken many initiatives to promote migrant women enterprises, in particular a co-operative and a traditional hammam (Arabic public baths) managed by migrant women. The Centre has managed to galvanise

²⁹ Maria Kontos, Integration of Female Immigrant in Labour Market and Society 2009 – A comparative analysis

support from a wide range of groups – immigrant women’s associations, feminist organisations and other voluntary and community organisations, women members of trade unions and the city council, and this alliance has enabled it to draw on widespread support, financial and in kind. It mobilised internationally through establishing a network which has brought it substantial international publicity but few imitators. Reference: <http://www.bridge.ids.ac.uk/reports/CEP-Miq-OR.pdf>

6.21 This research has identified a key resource which can also support voluntary and community organisations working with young migrant women. This resource can support the voluntary and community sector in marketing and promoting their services, engaging in partnership work and raising their profile.

Toolkit – working on integration at a local level

The toolkit draws on the work of migrant support organisations in six European countries. It has been designed to help groups working with migrant communities in local and regional contexts in the field of integration. The toolkit presents a range of good practice for migrant integration, and outlines how this can be promoted as a means to achieving greater equality and fairness throughout European society.

http://cms.horus.be/files/99935/MediaArchive/publications/Toolkit_EN_low%20final.pdf

6.22 **Being a voice of change and influence:** AkiDwA, is well placed to lead the sector, and to position the issues that are central to migrant women at the heart of policy making. Over the last twelve years the organisation has established itself at the heart of the migrant and human rights non-governmental sectors at country and EU level. AkiDwA has also been pivotal in creating opportunities to empower migrant women through a successful range of integration activities. A most recent organisational evaluation shows that through AkiDwA’s wide reaching engagement activities with both Irish and migrant communities, the organisation has assisted migrant women through support groups, events, one to one advice work, training, and networking opportunities³⁰.

6.23 One major achievement for AkiDwA has been its ability to bring public attention to gender specific issues that have not been visible in government policy and practice.³¹ These include FGM, domestic violence, the right of African women to speak with their own voices, and the Coalition Against the Deportation of Irish Children campaign. With the continued support of its partners and funders AkiDwA could develop a national migrant network bringing together young migrant women and the organisations that represent their interests. The network could act as a resource to the voluntary and community sector as well as to public sector organisations and non-governmental organisations. As a network of experts, some of the key services it could provide are information and advice across a range of policy briefs, an active voice of influence, initiating and responding to current policy issues affecting all young migrant women regardless of their country of origin. This would create capacity for localised as well as national responses to the needs of migrant women in education, youth work, employment, housing, political participation and other integration measures. Migrant women could be given opportunities to organise monthly events aimed at raising awareness

³⁰ 2001-2010 AkiDwA Evaluation Boyle & Associates November 2011

³¹ 2001-2010 AkiDwA Evaluation Boyle & Associates November 2011

of their experience in Ireland. This would ensure public attention remains focused on these issues, and that the experiences of migrant women continue to be placed firmly on the agenda of funders, commissioners and policy makers. Given AkiDwA's ability to mobilise its extensive partnerships with a range of organisations and the profile that it has attracted in Ireland and internationally, the organisation is well placed to bring a cohesive approach to campaigns and localised activities that address migrant young women's issues.

6.24 **Youth work agencies:** There are a plethora of youth work agencies providing a range of services to young migrant people in Ireland. The services range from one to one support, youth activities, youth groups, and intercultural activities catering for children whose first language is not English, and finding new approaches to tackling racism and discrimination. The engagement of youth groups in the process of integration cannot be underestimated and they should be considered as key stakeholders in a partnership approach to the service changes and improvements this report has raised.

7. Conclusions, synthesis and recommendations

7.1 As this report has shown migrant women are often faced with double discrimination based on their gender and their nationality, both in the receiving country and in their communities, and this can be exacerbated in the case of young migrants with dependent children. In line with the Council of Europe's priorities, such protection can be promoted through the more efficient integration of migrants, with adequate attention being given to ensuring that gender issues are fully borne in mind in migration (e.g. employability) and integration policies (e.g. access to education and services).³² The following recommendation provides a synthesis of the key issues that have emerged from the experiences of the young migrant women engaged in the research, as well as wider stakeholders. This section is also informed by the context in which this research has taken place and in particular the potential impact of a loss of funding to AkiDwA which supports young migrant women.

Improved legal rights and entitlements for migrant young people

- The government should be encouraged to introduce legislative reform and provide clear, fair and comprehensive immigration rules. The Immigration, Residence and Protection Bill (IRP), retains broad ministerial discretion and fails to spell out clear rules. Tackling the long delays in making decisions and processing applications, inconsistent decisions and a reliance on the courts will continue to exist if the legislation is not significantly amended. Clear rules, set out in legislation, coupled with an independent appeals tribunal would help address many of these issues (The Government, AkiDwA and Campaign Organisations).

³² Parliamentary Assembly, Doc. 12870, Protecting migrant women in the labour market

(Reply1 to Recommendation 1970 (2011) 06 February 2012

<http://www.assembly.coe.int/ASP/Doc/XrefViewHTML.asp?FileID=12948&Language=EN>

- Children and young people have specific rights that should be protected above considerations of immigration control, and this should be central to the decisions made about them. The Government should review the impact of immigration policy upon child protection and children's rights to ensure there is no tension or conflict between legislation to protect children and immigration legislation (The Government).
- Children and vulnerable young people should be able to access legal aid for advice and representation in relation to their civil cases including their immigration claims to ensure that they have a fair chance to have their cases considered³³ (The Government, AkiDwA and Campaign Organisations).
- Campaign for better transparency and public scrutiny of the asylum and refugee process particularly as it affects the protection of vulnerable young migrant women³⁴ (AkiDwA and Campaign Organisations).

Education - The issues of Third Level fees must be addressed as a matter of urgency

- A crucial concern is the damage that lack of access to appropriate third level education can have for migrant young people of school- leaving age. Not only would the integration experience of such young people be severely damaged, but the benefits, potential skills and economic contribution will be impacted. Young people with an established immigration history should not be excluded by prohibitive costs and forced to pay international student fees to attend a third level institution, rather than the same fees Irish college students pay (The Government, AkiDwA and Campaign Organisations).
- Leadership in the development of education policies that do not exclude children from a migrant background must be provided by the government. A coordinated approach is required that brings all stakeholders including colleges, universities, the state and those working directly with migrants to the table with a clear vision of standardising the rules regarding third level fees (The Government, AkiDwA and Campaign Organisations).

Promotion of good employment practice, support services, and recognising overseas qualifications

- The Government should review its own employment practices to ensure that it is non-discriminatory (The Government, AkiDwA and Campaign Organisations).
- The Government should work with AkiDwA and other campaigning organisations to develop good practice employment guidelines that challenges myths and stereotypes, and should

³³ 'I don't feel human' Experiences of destitution among young refugees and migrants, The Children's Society, Ilona Pinter Policy Adviser 2012

³⁴ Difficult to Believe: An assessment of asylum claims in Ireland, Irish Refugee Council in Ireland, Sue Conlan Sharon Waters, Kajsa Berg 2012

introduce good equality monitoring practices (The Government, AkiDwA and Campaign Organisations).

- The Government should work with education institutes and qualification recognition bodies to introduce measures to begin to recognise overseas qualifications (The Government, AkiDwA Education Qualification Bodies, and Campaign Organisations).

Political Participation

- Work strategically to influence change of policy and practice, in particular introduce a gender-specific response to the discrimination of young migrant women who are charged at the point of moving from secondary school to further and higher education (AkiDwA and Campaign Organisations).
- Develop concrete and targeted actions to address gender specific discrimination experienced by young migrant women in hostels and the recruitment practices of public and private companies (AkiDwA and Campaign Organisations).
- Encourage public bodies to provide tangible evidence of how their approach to mainstreaming equality across service areas, have addressed the specific needs of migrant women (The Government, AkiDwA and Campaign Organisations).
- Work with larger campaigning bodies to demand representation on key planning and policy making forums and funding/grants programmes to ensure that issues facing migrant women are addressed (AkiDwA and Campaign Organisations).

Religion and migrant women

- Undertake research to investigate the different roles religion plays in supporting interculturalism and integration strategies (AkiDwA).
- Use the research process to engage religious leaders to fully explore the services they offer to young migrant women (AkiDwA).

Building organisational capacity and strategic influence

- Develop a sector leadership role by bringing together organisations and networks focused on migrant women and develop a stronger co-ordinated voice of influence (AkiDwA and Campaign Organisations).
- Identify a patron who can champion the needs of young migrant women, bringing resources and public profile to address the issues they face (AkiDwA).
- Develop new and efficient ways to secure new funds to address the reduced EU funding streams aimed at integration (AkiDwA).

Collaborative service delivery to young migrant women

- Market the skills and experiences that AkiDwA offers public sector services that are not familiar with the needs of young migrant women including how to develop culturally sensitive

services, the legal rights of migrant women, developing clear referral processes, access to local support agencies and community resources for example. This should include events, training, research, policy and service reviews as well as networking opportunities (The Government, AkiDwA).

Research and Development

- Build on the findings of this research to support more detailed and large scale research on the experiences of migrant women (AkiDwA and Campaign Organisations).
- Explore global networking linkages and opportunities to influence in Ireland and internationally. (AkiDwA and Campaign Organisations).

Being a voice for change and influence

- Continue to maximise AkiDwA's key strengths, including protecting the rights to remain, partnership work across agencies, strategic alliances with organisations that share similar agendas on migrant and women issues, campaign and advocacy work, empowering and motivating migrant women, building capacity and encouraging migrant women to politically represent themselves and developing nuanced and culturally sensitive approaches to addressing the needs of migrant women (AkiDwA).

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Appendix B: Fieldwork

Stakeholder interviews	
Name	Organisation
Robert Samson,	Catholic Youth Care
Aoife Smith	Migrant Rights Centre Ireland
Muireann Niraghallaigh	Lecturer Social Work, University College, Dublin
Ann Walsh	Project Officer Dublin Intercultural and Equality Project
Carole Baxter	Head of Development, Equality Authority
Declan Hayden	Office for Integration
John Hurley	Office for Integration
Fidèle Mutwarasibo	Integration Manager, Immigrant Council of Ireland
Anne O'Gorman	Principal Officer, Office for the Promotion of Migrant Integration Department of Justice and Equality

Interviews with women in Dublin				
Country		Occupation		Age
Congo		Volunteer		20
Guinea		Student		21
Focus groups with women in Co. Meath				
Nigeria		Hairdresser		39
South Africa		Unemployed		32
Congo		Unemployed		44
Russia		Unemployed		34
Sudan		Unemployed		35
Lithuania		Domestic		27
Romania		Banker		28
Focus groups with women in Dublin				
Kenya		Unemployed (Hostel)		19
Somali		Unemployed (Hostel)		21
Nigeria		Student		20
Cameroon		Unemployed		31
Uganda		Unemployed		27
Zimbabwe		Unemployed		29
Zimbabwe		Unemployed		30
Nigeria		Student		31